



CITY OF BURLINGTON, VERMONT
**CITY COUNCIL Racial Equity, Inclusion, and
Belonging Committee**
c/o Community & Economic Development Office
City Hall, Room 32 • 149 Church Street • Burlington, VT 05401
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Draft Minutes

Racial Equity, Inclusion, and Belonging Committee, Wednesday September 30th, 2020 5:30 PM – 7:00 PM. Remote meeting via Zoom

Present:

Councilor Ali Dieng (AD), Chair, Ward 7

Councilor Karen Paul (KP), Ward 6

Councilor Brian Pine (BP), Ward 3

Tyeastia Green, Director, Racial Equity, Inclusion, and Belonging

Brian Lowe, Director, Innovation and Technology

Vanessa D. Santos Eugenio, Human Resources Talent, Development & Diversity
Manager

Marcella Gange, CEDO (Committee Staff)

Sherwood Smith UVM Senior Executive Director for Diversity, Engagement &
Professional Development and Director, Center for Cultural Pluralism

Speaking at public forum or during meeting: Lisa Rees, Lea Terhune

Meeting came to order at 5:34pm

1. Review Agenda and Minutes

Agenda approval proposed Clr Paul (KP), second Clr Pine (BP), - unanimous
Draft minutes approval, REI&B Committee 08.31.20, proposed KP, second
BP, -unanimous.

2. Public Forum. No members of the public wished to speak

3. UVM work around REI&B. Sherwood Smith presented on the structures
and practices of equity work within UVM, at the levels of staff, faculty and
students. BP asked about the work that UVM has undertaken on retention,
faculty and staff. Sherwood Smith – the different colleges approach the
work in different ways. There is training on inclusive hiring practices for
search committees. Student recruitment developed through admissions
office and there is a program to support BIPOC students through the
different colleges. Each college has its own inclusive excellence committee
and set 5-year goals, for example on climate, recruitment, retention etc.

Additionally there are various offerings for faculty professional development, both external and internal through Blackboard Jungle and the Center for Cultural Pluralism.

4. City of Burlington Employee Data and Equity Reporting, Brian Lowe and Vanessa Santos Eugenio – see attached pdf of presentation and <https://www.burlingtonvt.gov/btvstat/Finance-and-Governance#city-workforce>. The presentation reviewed current city practice on data collection and equity reporting and the planning to improve and expand data collection for workforce development and retention. Note at 6:39 pm clr Dieng left the meeting and Clr Paul assumed Chair.
5. Open Forum Discussion, Lisa Rees of the Milton Inclusion and Diversity Committee expressed her appreciation for the content of this Committee meeting and that it would contribute to learning for the Milton Committee – she would like more partnership on developing racial equity work. Lea Terhune expressed her appreciation for the presentations and her support for the developments in human resource data collection, management, and professional development.
6. The next meeting will be scheduled by email
7. Motion to adjourn BP, second KP. Meeting adjourned at 6:59pm.